

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Consultant Psychotherapist and Lead for Psychotherapy

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

Great Ormond Street Hospital at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

| Job title | Consultant Psychotherapist and Lead for Psychotherapy |
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| Directorate | Body, Bones & Mind |
| Band | 8C |
| Supervised by | Head of Psychological Services |
| Type of contract | Permanent |
| Hours per week | 18.75 |
| Location | GOSH |
| Budgetary responsibility | N/A |
| Manages | Psychotherapists, trainees |

Main purpose of the job

To provide, on behalf of the Head of Psychological Services, strategic thinking, planning and coordination of an efficient, effective, comprehensive and highly specialist child and adolescent psychotherapy assessment and treatment service, working collaboratively within a highly specialist clinical in-patient service (MCU) for children and adolescents with severe, highly complex and persistent mental health problems, their carers/parents and families, including second opinions on diagnosis/formulation.

- To promote an understanding of child and adolescent psychotherapy and therapeutic psychoanalytic thinking within the multidisciplinary team of MCU and other specialist teams within PAMHS and across GOSH.
 - To provide a Child and Adolescent psychoanalytic psychotherapy consultation resource for teams, within the time available. To contribute to areas where psychotherapy may be of wider utilisation across PAMHS and the Trust e.g. reflective space provision To provide highly specialist supervision, consultation, teaching, training for multi disciplinary staff within the Mildred Creak Unit.
 - To ensure that effective systems are in place for the supervision, teaching, consultation, support and clinical governance of individual psychoanalytic psychotherapy work undertaken within the MCU and across PAMHS.
 - To propose and implement, through relevant MCU meetings, policy and service development changes with MCU and within PAMHS, in respect of the best service delivery to children, adolescents, and their families, including responsibility for contributing to the specialist need for staff development for team members of the MCU in respect of psychoanalytic psychotherapy and individual work with children.
 - To undertake audit and research within MCU and PAMHS and to take special responsibility for the psychoanalytic psychotherapy aspects of such work.
 - To be responsible for the contribution to the evaluation, monitoring, development and implementation of the Mildred Creak Unit's operational policies and services. To provide consultant-level psychotherapeutic clinical input into MCU and other areas within PAMHS as per agreed job plan To operate as part of the PAMHS Senior Management Team and advocate for the role of psychotherapy at a service and Trust level
 - To work autonomously within professional guidelines, as well as within the overall framework of the Trust's policies and procedures.
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Main duties and responsibilities:

Monitoring and Evaluation of Risk:

- To be responsible for working within the appropriate Child Protection, Deliberate Self-Harm, Substance Misuse guidelines, for own cases and the provision of appropriate advice in supervision and consultation. This includes reporting to and liaising with the multidisciplinary team and external agencies (eg. Social Work/Safeguarding when necessary, Paediatric Liaison and PAMHS colleagues, adult mental health Psychiatrists, education staff, the GOSH Consultant Child and Adolescent Psychiatrists and Consultant Paediatricians etc).
- To be responsible for continually monitoring and evaluating risk to/from children and young people in own caseload and during supervision and consultation discussions.
- To provide both general and specialist advice for professionals on psychological aspects of risk assessment and management.

Clinical:

- To take responsibility for own work as an integrated member of the Mildred Creak Psychiatric Inpatient Multidisciplinary Team,
 - To be responsible for the coordination of individual psychotherapy for all the children on the unit.
 - To provide highly specialist psychoanalytic psychotherapy pre-admission and admission assessment for children/adolescents with severe, highly complex and persistent mental health problems and make decisions about treatment options and taking into account relevant evidence based research, theory, practice and highly complex factors concerning historical, systemic and development processes which have shaped the child/adolescent, their parents/carers and family.
 - To provide highly specialist brief, medium and long term psychoanalytic psychotherapy for children/adolescents with severe, highly complex and persistent mental health problems.
 - To provide highly specialist second opinion on diagnosis/formulation for older children/adolescents with severe, highly complex and persistent mental health problems.
 - To provide highly specialist assessment reports for social services, courts and solicitors as required.
 - To participate and collaborate with other team members to provide specialist clinical services both within the Mildred Creak Unit and across PAMHS as needed.
 - To provide, in collaboration with team members, a Group Work Programme
 - To participate in regular review and ongoing discussion of cases in treatment with other members of the MCU and EDT multi-disciplinary teams and, where appropriate, co-ordinate and organise network meetings with professional members of other agencies.
 - To provide post discharge out patient treatment to MCU children and adolescents where judged to be clinically appropriate.
 - To be responsible for the application of a range of highly specialist theoretical and practical knowledge acquired over a significant period of time.
 - To provide strategic thinking, planning and coordination and evaluation of a comprehensive and highly specialist child and adolescent psychotherapy provision within MCU, for MCU inpatient children, adolescents and their families.
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- To be responsible for appropriate skilled specialist contact with referrers and other colleagues including psychiatrists, paediatricians and family practitioners, and liaison with other colleagues such as Social Services, where appropriate.
- To take responsibility for maintaining an appropriate, defined caseload, and a balance between treatment, consultative and managerial/administrative tasks.
- To have up-to-date knowledge of the relevant key legislative framework and the ethical issues concerning the provision of health, welfare, and mental health services to children, adolescents and their families.
- To exercise autonomous professional responsibility based on Code of Professional Conduct and Ethics of the Association of Child Psychotherapists.
- To maintain the highest professional standards via appropriate CPD and in line with the requirements of ACP registration.

Consultation:

- To provide highly specialist advice, guidance and consultation to staff and colleagues of other disciplines – within PAMHS, GOSH and externally as needed.
- To liaise with and provide highly specialist advice and guidance to staff of police, courts and solicitors as required.
- Responsible for providing specialist advice, guidance, consultation to child and adolescent outpatient services and paediatricians who are providing services to the child / young person with severe and complex mental health problems prior to admission and after discharge from MCU.
- To provide highly specialist advice, guidance and consultation to adults involved with children and young people who are adopted or are within the social services care system (eg adoptive parents, foster carers, social workers, children's home workers).
- Responsible for overseeing all individual work and for the supervision of specialist individual psychotherapy with children and adolescents undertaken by members of related disciplines within the MCU
- To offer group consultation to staff of other Specialist Teams and parents of in patients as deemed necessary.

Teaching, Training, Supervision:

- To take part in the recruitment and induction of Child and Adolescent Psychotherapists and those in Training.
 - To liaise regularly and attend meetings with the Child and Adolescent Psychotherapists in Training's relevant Training Schools and relevant members of the North Central London ICB.
 - To provide regular reports about the Child and Adolescent Psychotherapists in Training to the relevant Training Schools.
 - To provide highly specialist clinical and service supervision for the Child and Adolescent Psychotherapists and those in Training within MCU and across PAMHS as needed.
 - To provide regular highly specialist clinical supervision for the Child and adolescent Psychiatric Specialist Registrars (SpR's) and other professionals working within MCU.
 - To provide highly specialist clinical supervision, teaching and training for other professional trainees within the Mildred Creak Unit.
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- To provide highly specialist clinical supervision for professionally trained members of the multidisciplinary team as requested.
- To provide highly specialist teaching and training for other professions working with the client group within the team and within related agencies (health, education, social services).
- To be responsible for contributing to the academic and clinical teaching programmes within the multidisciplinary team, the Psychotherapy Service and PAMHS.
- As time permits, to provide a highly specialist therapy resource by provision of consultation for complex individual cases to paediatricians and other colleagues within GOSH.

Professional:

- Demonstrate a professional approach to work, and act in accordance with the GOS personal responsibility framework and the ACP Code of Ethics at all times.
- To have knowledge of and adhere to Trust policy and professional standards. To ensure that team members do likewise.
- To maintain confidentiality surrounding the child and family's care at all times.
- Ensure documentation is complete and up to date, in line with NMC and Trust guidelines.
- To identify own learning needs and ensure own professional development is maintained by keeping up to date with relevant specialist literature and practice developments.
- To participate in staff appraisal, staff development and in service training activities.
- To receive regular clinical and service related supervision from a more senior child and adolescent psychotherapist in accordance with good practice guidelines.
- To continue to develop expertise in the area of professional pre-and post-graduate training and supervision of the practice of specialist child and adolescent psychotherapy.
- To attend and participate in Academic meetings and away days. Psychotherapy Service meetings, and CAPT discipline meetings
- To contribute to the positive national profile of the MCU by writing articles and papers for publication reflecting the work of teams and presenting these publications to professional conferences at local and national level.

Research & Audit:

- To undertake audit and research as appropriate within the MCU and the GOSH Psychotherapy Service.
- To research and write papers, including original clinical research material, on child psychotherapy for presentation at external conferences etc.
- To utilise theory, literature and research to support evidence based practice in individual work and work with other members of the team and the Trust.

Service Evaluation, Monitoring and Development:

- To be responsible for contribution to the evaluation, monitoring and development of the multidisciplinary specialist CAMHS. To be responsible for contribution to the development, implementation, evaluation and monitoring of the Child & Adolescent Psychotherapy Service in line with the Directorate's operational policies.
 - To involve children and their parents in evaluation of treatment offered, conducting and evaluating Exit interviews etc.
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Managerial and Administrative Responsibilities:

- To be responsible for the selection, recruitment and appointment of Child and Adolescent Psychotherapists within the Mildred Creak Unit and across PAMHS.
- To be managerially responsible for Psychotherapists and Trainee Child and Adolescent Psychotherapists within the Mildred Creak Unit and across PAMHS, delegating responsibility where appropriate.
- To undertake the role of Core Team Manager as required, including responsibility for coordinating Core Team Meetings for psychiatric in-patients in the Mildred Creak Unit, supporting the work of the Core Teams, monitoring and evaluating progress made, ensuring appropriate interventions/treatment plans followed, communicating with outside agencies throughout treatment etc and liaising appropriately with the Consultant Child and Adolescent Psychiatrist for the MCU in relation to Core Team functioning.
- Responsible for providing a psychoanalytic and systemic view of the therapeutic milieu and assisting the team to think about the children in the various group settings on the unit, including handover meetings with the parents.
- To be responsible for the strategic planning, development and policy making of the Mildred Creak Unit by participation in senior staff group Policy Meetings / Senior Team Meetings and such other Working parties and ad hoc groups which may be formed from time to time.
- To take on an autonomous and responsible role in and contribute to working parties and ad hoc working groups in order to contribute to PAMHS / Unit / hospital-wide development and planning at Consultant Child and Adolescent Psychotherapist level.
- To be responsible for the effective liaison between the Mildred Creak Unit Team and the Eating Disorders Team by attending meetings, providing joint complex assessments, as required, and providing a highly skilled specialist psychoanalytic approach to such assessments.
- To take responsibility for liaising and communicating with other members of the MDT, regularly updating them on informative psychotherapy sessions and developing therapeutic skills within the team.
- To promote and maintain good working and inter-personal relationships with family therapist colleagues and with colleagues of all disciplines with GOSH.
- To take responsibility for the specialist psychoanalytic and individual therapy aspects of planning and participating in the research activity within the Mildred Creak Unit.
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the Association of Child Psychotherapy and Trust policies and procedures.

Service Setting and Working Environment:

- The major site of clinical contact is within MCU and the PAMHS environment.
 - There is occasional need to use public transportation for clinical visits or conference/teaching / training attendance. There is potential exposure to infection in both in- and out-patient settings. There is a requirement to follow infection-control procedures.
 - There is a requirement to use personal computers on a daily basis.
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- There are occasions when highly anxious, agitated, potentially and actually violent parents and/or children are being seen in the clinical context of the post-holder's work, leading to occasional experiences of verbal and /or physical abuse in the working environment.
- The post-holder is required to be a fully integrated member of the Mildred Creak Unit Inpatient Multidisciplinary Team and Psychotherapy Services. A wide range of social and ethnic backgrounds are represented with severe, complex psychiatric and medical problems. The service provides highly specialist tier 3 and 4 assessments and a wide range of treatment options drawing on the specialist skills of the different disciplines represented within the inpatient team.
- Adolescents and children assessed and treated by child and adolescent psychotherapists have a high level of co-morbidity and often exhibit their disturbance and distress via severe behaviour and emotional disorders and difficulties, relationship difficulties, depression, eating disorders and difficulties, attachment disorders and difficulties, post traumatic stress disorders and difficulties, enuresis/encopresis, aggression, self harming, risky behaviours to themselves and others. These children and adolescents often have a history of severe abuse (physical, mental, sexual), severe neglect and deprivation, severe trauma, complex bereavement, physical illness, and/or are living within the context of break up or dysfunction of the family, domestic violence, parental mental health illness or other adverse life events.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

| GOSH Culture and Values | Essential | Desirable | Assessment method |
|--|-----------|-----------|-------------------|
| Our Always values <ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team | E | | I/A/T |
| For Bands 6 and above including Consultants <ol style="list-style-type: none"> 1) Knowledge and Understanding of diverse backgrounds and perspectives. 2) Understanding of Diversity and Inclusion challenges in the workplace. 3) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace | E | | I |
| Academic/Professional qualification/Training | | | |
| Appropriate UK-recognised qualification in Child and Adolescent Psychotherapy | E | | A/I |
| Registered with the Association of Child Psychotherapists | E | | A |
| Experience/Knowledge | | | |
| Significant clinical experience working as a child and adolescent psychotherapist | E | | A/I |
| Experience working in an inpatient setting, providing both clinical input, contributing to MDT | E | | A/I |
| Experience working in a managerial and supervisory capacity | E | | A/I |
| Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multi-disciplinary care plan. | E | | A/I |
| Experience of strategic leadership including pan-Trust activity | | D | A/I |
| Skills/Abilities | | | |
| Must be able to provide effective clinical leadership | E | | A/I |
| Must be able to plan for delivery of a specialist service, both short/medium and long term | E | | A/I |
| Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours | E | | A/I |



**Great Ormond Street
Hospital for Children**
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| Able to provide and receive highly complex, sensitive or contentious information in the context of significant barriers to acceptance, hostility, antagonism or highly emotive atmosphere. Communicating at times highly complex condition related information to patients | E | | A/I |
| Experience and enthusiasm for audit, research and clinical outcomes | | D | A/I |

Criteria Key:

Review Method:

Essential: **E**

Application form: **A**

Desirable: **D**

Interview: **I**

Test: **T**

